



DEPARTMENT OF THE NAVY

NAVAL SEA SYSTEMS COMMAND
1333 ISAAC HULL AVENUE
WASHINGTON NAVY YARD DC 20376-2101

IN REPLY REFER TO

5720

Ser SEA 00A5/DON-NAVY-2014-000787F

May 19, 2017

Mr. John Ambrozaitis, Jr.
Fitzmaurice & Ambrozaitis
59 Central Avenue
Waterberry, CT 06702

SUBJECT: YOUR FREEDOM OF INFORMATION ACT CASE DON-NAVY-2014-000787

Dear Mr. Ambrozaitis:

This is our final response to your November 7, 2013, Freedom of Information Act (FOIA) request in which you seek copies of all 1561 investigations done by NAVSEA Headquarters personnel between March 1, 2013 and August 30, 2013.

A thorough search of this Headquarters' files was conducted, specifically those files located within the Counsel Directorate (SEA 00L). Knowledgeable personnel with that office conducted an extensive search of their files and were able to identify one 1561 investigation dated 19 April 2013.

I considered your request under the FOIA, (5 U.S.C. 552), as amended, and the Secretary of the Navy Instruction 5720.42F. After careful review of the requested investigation, I determined that it contains information that is exempt from mandatory disclosure under subsections (b)(5), (b)(6) and (b)(7)(C) of the FOIA. The requested investigation is considered to be a law enforcement record that contains the names and other personal and personally identifying information of third parties, the disclosure of which would constitute an invasion of their personal privacy.

Some portions of the investigation are being withheld under exemption (b)(5) of the FOIA. This exemption protects pre-decisional and deliberative process information, the disclosure of which would be detrimental to the Navy's decision-making process by creating a chilling effect on the expression of candid opinions and inhibiting the free and frank exchange of information among agency personnel.

Exemption (b)(6) requires withholding of information in personnel, medical, and similar files where disclosure "would constitute a clearly unwarranted invasion of personal privacy." In applying Exemption 6, a balancing test must be done, weighing the privacy interests of the individuals named in a document against the public interest in disclosure of the information requested. The public interest in disclosure is one that will "shed light on an agency's performance of its statutory duties." *Dep't of Justice v. Reporters Committee*, 489 U.S. 749, 773 (1989). In this request, the information redacted under (b)(6) would reveal the identities of the individuals making the statements. Those individuals have a strong privacy interest in not being identified as such identification could lead to harassment and/or annoyance. On balance, the public's interest in the redacted information is far lesser as the redacted information would do little to shed light on the Navy's performance of its statutory duties. As the balance test weighs against disclosure, the information has been redacted.

Under exemption 7(C) of the FOIA (5 U.S.C. §552(b)(7)(C)), information or documents compiled for law enforcement purposes are protected from disclosure. Case law has long recognized that the mention of an individual's name in a law enforcement file will engender comment and speculation and carries a stigmatizing connotation, even for those persons who are not targets of investigation but who are merely mentioned in law enforcement records. Similarly, it is recognized that the identification of law enforcement personnel referenced in investigatory files can conceivably subject them to harassment and annoyance in the conduct of their official duties and in their private lives.

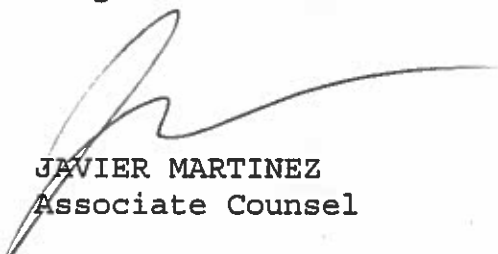
I am the official responsible for the decision regarding your request. Because the requested records have been denied, you may consider this an adverse determination that may be appealed in writing. If you decide to file an appeal, it must be received within 90 calendar days from the date of this letter and should contain a copy of your original requests, a copy of this letter, and a statement indicating why you think your appeal should be granted. Attach a copy of this letter to the appeal and mark the appeal and the envelope, "Freedom of Information Act Appeal." Mail the original to the Department of the Navy, Office of the General Counsel, Attn: FOIA APPEALS, 1000 Navy Pentagon, Room 5A532, Washington, DC 20350-1000. Please mail a copy of the appeal to:

Commander
Naval Sea Systems Command (SEA 00A5)
1333 Isaac Hull Ave SE
Washington Navy Yard, DC 20376-1021

As an alternative to filing an appeal, you may seek Alternate Dispute Resolution (ADR). You may submit your request for ADR either to DONFOIA-PA@navy.mil or you can call the Navy FOIA Service Center at 202 685-0214 or via the following address:

Chief of Naval Operations (DNS-36)
Attn: FOIA/PA Service Center
C/O - Head, SECNAV/CNO FOIA/PA Program Office
2000 Navy Pentagon
Washington, DC 20350-2000

If you have any questions concerning the processing of your request, please contact Ms. Ginger Dolan at 202-781-3359.



JAVIER MARTINEZ
Associate Counsel

Enclosure - Redacted 1561 Investigation of 19 Apr 13



DEPARTMENT OF THE NAVY
PROGRAM EXECUTIVE OFFICER, SUBMARINES
1339 PATTERSON AVENUE SE
WASHINGTON NAVY YARD, DC 20376-7004

IN REPLY REFER TO:

19 Apr 2013

From: (b)(6), (b)(7)(C)
To: D. Johnson, Rear Admiral, U.S. Navy
Subj: Report of Investigation into Allegation of Sexual Harassment
Ref: SECNAVINST 5300.26D
Encl: (1) Statement of
(2) Statement of
(3) Statement of
(4) Statement of
(5) Statement of (b)(6), (b)(7)(C)

- I. Introduction: I was appointed on 5 April 2013 to gather information and provide a written report of the facts related to the allegations of sexual harassment raised by (b)(6), (b)(7)(C). The allegation was made on 27 March 2013 to (b)(6), (b)(7)(C) immediate supervisor at (b)(6), (b)(7)(C) interim supervisor while on rotation is (b)(6), (b)(7)(C) was on leave on 27 March so (b)(6), (b)(7)(C) reported the complaint to (b)(6), (b)(7)(C) on 1 April. I began my investigation on 9 April and concluded on 15 April.
- II. Methodology: I interviewed the (b)(6), (b)(7)(C) individuals directly involved with the situation. The investigation was conducted in person for the (b)(6), (b)(7)(C) located at the (b)(6), (b)(7)(C) and telephonically for the (b)(6), (b)(7)(C) located at (b)(6), (b)(7)(C). After I conducted the interviews, I typed the witness statements and circled back to the individuals with any questions that arose as a result before they signed. The individuals supplied facebook messages, text messages, and email documentation to solidify the facts surrounding the allegations.
- III. Summary of Evidence: Listed below in chronological order are the witnesses interviewed and a brief summary of their testimony related to the allegations.

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i. (b)(6), (b)(7)(C) - Interviewed on 9 April 13 at the (b)(6), (b)(7)(C)

- a) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) is on (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) working in (b)(6), (b)(7)(C) to learn the (b)(6), (b)(7)(C) from (b)(6), (b)(7)(C) (b)(6), (b)(7)(C)
- b) (b)(6), (b)(7)(C) relationship with (b)(6), (b)(7)(C) began after (b)(6), (b)(7)(C) met (b)(6), (b)(7)(C) after the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) 12 Aug 12. (b)(6), (b)(7)(C) asked (b)(6), (b)(7)(C) to be (b)(6), (b)(7)(C) friend on Facebook on 11 Aug and (b)(6), (b)(7)(C) accepted.
- c) The first and source of the problem was when (b)(6), (b)(7)(C) told (b)(6), (b)(7)(C) in a Facebook message that "I'm quite certain I'm attracted to you, and know this presents a problem or two for you." (Enclosure 1)
- d) (b)(6), (b)(7)(C) replied on 22 Aug that (b)(6), (b)(7)(C) statement presented a problem, and that further, (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (Enclosure 1)
- e) (b)(6), (b)(7)(C) came to the (b)(6), (b)(7)(C) area 31 Oct through 16 Nov 12 to look for a place to live and start the turnover with the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) also assisted (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C) house hunting. (b)(6), (b)(7)(C) tried to ascertain from (b)(6), (b)(7)(C) where (b)(6), (b)(7)(C) was interested in living. (b)(6), (b)(7)(C) tried to be vague as (b)(6), (b)(7)(C) knew it was private.
- f) During the turnover, (b)(6), (b)(7)(C) would comment daily on (b)(6), (b)(7)(C) apparel but (b)(6), (b)(7)(C) did not comment on anyone else. This continued when (b)(6), (b)(7)(C) started (b)(6), (b)(7)(C) to the point that (b)(6), (b)(7)(C) would leave (b)(6), (b)(7)(C) jacket on.
- g) (b)(6), (b)(7)(C) asked (b)(6), (b)(7)(C) out on several occasions after work and (b)(6), (b)(7)(C) always declined (b)(6), (b)(7)(C) did not want anything other than a professional relationship.
- h) (b)(6), (b)(7)(C) reported to (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) on 21 Nov that (b)(6), (b)(7)(C) was trying to find out from (b)(6), (b)(7)(C) where (b)(6), (b)(7)(C) could be living. (b)(6), (b)(7)(C) explained that (b)(6), (b)(7)(C) had received unwanted communication from (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) expressed a romantic interest and unwanted advances. For example, (b)(6), (b)(7)(C) tugged at lapel on (b)(6), (b)(7)(C) coat and asked what (b)(6), (b)(7)(C) was wearing underneath.
- i) (b)(6), (b)(7)(C) sent a text message on 12 January to ask if (b)(6), (b)(7)(C) had read (b)(6), (b)(7)(C) November email or just acknowledged

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without reading it. (b)(6), (b)(7)(C) responded on the same day that "I don't know what there is to discuss, I've made it pretty clear that I do not wish for more than a working relationship with you".

((Enclosure 1)

- j) (b)(6), (b)(7)(C) continued to send text messages on 13 Jan to (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C) on copy. (b)(6), (b)(7)(C) stated that (b)(6), (b)(7)(C) could not be trusted and that there was diminished trust between (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) ongoing workload. (b)(6), (b)(7)(C) did not realize that these text messages were sent to a non-working blackberry in (b)(6), (b)(7)(C) name so (b)(6), (b)(7)(C) did not reply until 14 Jan. (b)(6), (b)(7)(C) back peddled and retracted (b)(6), (b)(7)(C) statement after being confronted by (b)(6), (b)(7)(C)
- k) On 12 Feb, (b)(6), (b)(7)(C) were at (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) at the (b)(6), (b)(7)(C) When (b)(6), (b)(7)(C) arrived at the meeting, (b)(6), (b)(7)(C) went over to (b)(6), (b)(7)(C) put (b)(6), (b)(7)(C) hands on (b)(6), (b)(7)(C) thighs, bent down and leaned over about 12 inches from (b)(6), (b)(7)(C) face and said something to the effect, that is (b)(6), (b)(7)(C) you need to know (b)(6), (b)(7)(C) It made it very uncomfortable for (b)(6), (b)(7)(C) in that situation.
- l) On 11 March, (b)(6), (b)(7)(C) had (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) heard knocking at the door at front door twice but no one was there when (b)(6), (b)(7)(C) answered. As a result, one of (b)(6), (b)(7)(C) left the apartment and went to the busy street in (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) to search for anything out of the ordinary. The (b)(6), (b)(7)(C) returned later to say that (b)(6), (b)(7)(C) had confronted a (b)(6), (b)(7)(C) who seemed to be acting suspicious, and asked (b)(6), (b)(7)(C) Can I help you (b)(6), (b)(7)(C) looked startled and said no. Later (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) confirmed with (b)(6), (b)(7)(C) when shown a picture of (b)(6), (b)(7)(C) that it was (b)(6), (b)(7)(C) on (b)(6), (b)(7)(C) that night. (Enclosure 1) (b)(6), (b)(7)(C) later admitted being there when (b)(6), (b)(7)(C) confronted (b)(6), (b)(7)(C) at work on 13 March.
- m) On 27 March, (b)(6), (b)(7)(C) was working at 5:40 when (b)(6), (b)(7)(C) heard something behind (b)(6), (b)(7)(C) that startled (b)(6), (b)(7)(C) went to the restroom, and saw (b)(6), (b)(7)(C) rushing the other way down the hall (b)(6), (b)(7)(C) did not see that (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) had seen (b)(6), (b)(7)(C) returned to (b)(6), (b)(7)(C) desk and called (b)(6), (b)(7)(C) cell phone, but (b)(6), (b)(7)(C) did not answer,

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and (b)(6), (b)(7)(C) did not leave a voicemail. (b)(6), (b)(7)(C) returned the call a couple minutes after, and (b)(6), (b)(7)(C) asked where (b)(6), (b)(7)(C) was. (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) was on the (b)(6), (b)(7)(C) decided to leave because (b)(6), (b)(7)(C) continued to hear rumblings behind (b)(6), (b)(7)(C). When (b)(6), (b)(7)(C) left the building, (b)(6), (b)(7)(C) stopped at the exit sign and saw (b)(6), (b)(7)(C) leave the building. (b)(6), (b)(7)(C) immediately reported this to (b)(6), (b)(7)(C).

ii. (b)(6), (b)(7)(C) - Interviewed on 9 April 13

- a) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) in the current work situation as (b)(6), (b)(7)(C).
- b) (b)(6), (b)(7)(C) encouraged (b)(6), (b)(7)(C) to take the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) after the (b)(6), (b)(7)(C) on 18 Aug 12 in (b)(6), (b)(7)(C).
- c) (b)(6), (b)(7)(C) confirmed the content of the Facebook messages when questioned and provided them. (b)(6), (b)(7)(C) admitted receiving mixed signals from (b)(6), (b)(7)(C) that was not reciprocated.
- d) (b)(6), (b)(7)(C) acknowledges asking about the location of (b)(6), (b)(7)(C) apartment in (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) wanted to know the location to ensure (b)(6), (b)(7)(C) was looking in a safe area in (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) has (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) and compared (b)(6), (b)(7)(C) safety to (b)(6), (b)(7)(C).
- e) (b)(6), (b)(7)(C) did not know the exact location had a very good idea where (b)(6), (b)(7)(C) discussed this with (b)(6), (b)(7)(C) and without (b)(6), (b)(7)(C) being present because (b)(6), (b)(7)(C) had previously hiked the (b)(6), (b)(7)(C) near (b)(6), (b)(7)(C) and was familiar with the area. (b)(6), (b)(7)(C) said it was not hard to figure out after hearing from (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) apartment backed up to an (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) said that (b)(6), (b)(7)(C) admitted to (b)(6), (b)(7)(C) the second week in January that (b)(6), (b)(7)(C) could rent a furnished apartment in (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) is not exactly sure of the precise location but knows it is one of three buildings.
- f) (b)(6), (b)(7)(C) admits that (b)(6), (b)(7)(C) tried to ask (b)(6), (b)(7)(C) out several times during January and February. (b)(6), (b)(7)(C) wanted to be platonic friends with (b)(6), (b)(7)(C) but (b)(6), (b)(7)(C) was not comfortable with anything other than a work relationship. This was paramount to (b)(6), (b)(7)(C) and clear to (b)(6), (b)(7)(C).

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- g) (b)(6), (b)(7)(C) admits to touching (b)(6), (b)(7)(C) less than five times (b)(6), (b)(7)(C) only wanted a spoken yes or no answer verbally whether (b)(6), (b)(7)(C) very few inadvertent/accidental "touching" work conduct (hardly of a sexual nature, in (b)(6), (b)(7)(C) extroverted mind) made (b)(6), (b)(7)(C) uncomfortable and that (b)(6), (b)(7)(C) wanted (b)(6), (b)(7)(C) to stop, or at least be more careful in the workplace.
- h) (b)(6), (b)(7)(C) admitted to the (b)(6), (b)(7)(C) event. The only differences are (b)(6), (b)(7)(C) whispered 15-18 inches from (b)(6), (b)(7)(C) face and squatted before (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) had not placed (b)(6), (b)(7)(C) hands just above (b)(6), (b)(7)(C) knees, (b)(6), (b)(7)(C) would have fallen on top of (b)(6), (b)(7)(C) which (b)(6), (b)(7)(C) did not want to happen. (b)(6), (b)(7)(C) admits to be a very touchy person and (b)(6), (b)(7)(C) is not.
- i) (b)(6), (b)(7)(C) admits to texting (b)(6), (b)(7)(C) on several occasions. The 11 January event in which (b)(6), (b)(7)(C) asked (b)(6), (b)(7)(C) "Is there any chance (b)(6), (b)(7)(C) can discuss something important face to face" (b)(6), (b)(7)(C) confirmed that (b)(6), (b)(7)(C) said "I don't understand what there is to discuss. I think I have made it pretty clear I do not wish for more than a working relationship with you." (b)(6), (b)(7)(C) was annoyed with (b)(6), (b)(7)(C) response that (b)(6), (b)(7)(C) would not give (b)(6), (b)(7)(C) a chance to have that discussion.
- j) (b)(6), (b)(7)(C) confirmed the events with the text messages on issues of trust with (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) personnel that would result in work consequences as a result (b)(6), (b)(7)(C) later withdrew the statement of trust issues and was very sorry for (b)(6), (b)(7)(C) error.
- k) (b)(6), (b)(7)(C) admitted to being in the (b)(6), (b)(7)(C) area on 11 March but stated that (b)(6), (b)(7)(C) had been hiking on the (b)(6), (b)(7)(C) earlier in the day and finished having dinner at (b)(6), (b)(7)(C) and walking around (b)(6), (b)(7)(C) area (b)(6), (b)(7)(C) wanted to see what it was like and a little upset that maybe (b)(6), (b)(7)(C) had suggested an area that was not safe because of all the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) was alarmed when out of the blue, (b)(6), (b)(7)(C) asked if (b)(6), (b)(7)(C) could help (b)(6), (b)(7)(C) said if (b)(6), (b)(7)(C) was a (b)(6), (b)(7)(C) would have called 911 (b)(6), (b)(7)(C) admitted on 13 March to (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) was in the area.
- l) (b)(6), (b)(7)(C) admits to being behind (b)(6), (b)(7)(C) work area on 27 March because (b)(6), (b)(7)(C) crossed the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) confirmed that (b)(6), (b)(7)(C) tried to (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) was

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flustered and would not listen to (b)(6), (b)(7)(C) explanations of why (b)(6), (b)(7)(C) was in the (b)(6), (b)(7)(C) area at 1740.

iii. (b)(6), (b)(7)(C) Interviewed on 11 April 13

- a) (b)(6), (b)(7)(C) is (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) was involved in the case beginning 21 Nov 12 and encouraged (b)(6), (b)(7)(C) to use the EEO hotline and send a strong message to (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) would leave (b)(6), (b)(7)(C) alone.
- c) After the incident on 13 January when (b)(6), (b)(7)(C) had sent text messages to (b)(6), (b)(7)(C) about trust issues with (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) instructed (b)(6), (b)(7)(C) on 14 January to send a strong email message to (b)(6), (b)(7)(C) copying (b)(6), (b)(7)(C)
- d) During February and on, (b)(6), (b)(7)(C) communicated on almost a daily basis to ensure (b)(6), (b)(7)(C) was not being approached inappropriately and would discuss (b)(6), (b)(7)(C) work assignments (b)(6), (b)(7)(C) was very concerned about (b)(6), (b)(7)(C) situation and felt responsible for anything inappropriate that was happening between (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C)
- e) There was a mentorship plan established with (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) and provided to (b)(6), (b)(7)(C) on March 6 that (b)(6), (b)(7)(C) found unusual. (b)(6), (b)(7)(C) had worked with two (b)(6), (b)(7)(C) and multiple (b)(6), (b)(7)(C) on (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C) and had never established a mentorship plan with (b)(6), (b)(7)(C) Given the specificity of the tasking, (b)(6), (b)(7)(C) thought it was a means for (b)(6), (b)(7)(C) to have an excuse to work with (b)(6), (b)(7)(C) every day.
- f) (b)(6), (b)(7)(C) confirmed the events of the 13 March incident in which (b)(6), (b)(7)(C) was hiking and ended up that evening in (b)(6), (b)(7)(C) neighborhood.
- g) (b)(6), (b)(7)(C) confirmed the 27 March 1740 event in which (b)(6), (b)(7)(C) appeared to be stalking (b)(6), (b)(7)(C) after hours.

iv. (b)(6), (b)(7)(C) - Interviewed on 11 April

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- a) (b)(6), (b)(7)(C) is (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) during (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C)
- b) (b)(6), (b)(7)(C) involvement started on 1 April 13 (b)(6), (b)(7)(C) of the two different stalking situations in (b)(6), (b)(7)(C)
- c) (b)(6), (b)(7)(C) that this type of activity crosses the line (b)(6), (b)(7)(C) views this behavior as black and white.
- d) (b)(6), (b)(7)(C) told (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) is willing to work (b)(6), (b)(7)(C) on a professional basis.
- e) (b)(6), (b)(7)(C) expressed that (b)(6), (b)(7)(C) is valuable to their Program because (b)(6), (b)(7)(C) has significant history with the program. If (b)(6), (b)(7)(C) were to be let go, it would cause hardship to the Program. However, (b)(6), (b)(7)(C) is willing to do whatever it takes to make it right.
- f) (b)(6), (b)(7)(C) views (b)(6), (b)(7)(C) as a lonely (b)(6), (b)(7)(C) who realizes (b)(6), (b)(7)(C) has made a major error in judgement.

v. (b)(6), (b)(7)(C) Interviewed on 15 April 13

- a) (b)(6), (b)(7)(C) is the equivalent of (b)(6), (b)(7)(C) and the (b)(6), (b)(7)(C)
- b) (b)(6), (b)(7)(C) is a (b)(6), (b)(7)(C) of (b)(6), (b)(7)(C)
- c) (b)(6), (b)(7)(C) assisted (b)(6), (b)(7)(C) with finding a place to live on (b)(6), (b)(7)(C)
- d) (b)(6), (b)(7)(C) continued to ask (b)(6), (b)(7)(C) questions regarding where (b)(6), (b)(7)(C) would be living for (b)(6), (b)(7)(C) which made it (b)(6), (b)(7)(C)
- e) (b)(6), (b)(7)(C) regretted telling (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) apartment was close to an (b)(6), (b)(7)(C) because that gave (b)(6), (b)(7)(C) a clearer picture in (b)(6), (b)(7)(C) of the exact location.
- f) (b)(6), (b)(7)(C) was more of a bystander in the situation than a participant

IV.

(b)(5), (b)(6), (b)(7)(C)

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(b)(5), (b)(6), (b)(7)(C)

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(b)(6), (b)(7)(C)

19 April 2013
Date

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Statement of (b)(6), (b)(7)(C)
Regarding Allegations of Sexual Harrassment

I am a (b)(6), (b)(7)(C) who is on (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C)

1. I had met (b)(6), (b)(7)(C) at previous (b)(6), (b)(7)(C) as they are held every 3-4 months. After the (b)(6), (b)(7)(C) from 7 to 9 August 2012, several co-workers, including (b)(6), (b)(7)(C) met up for dinner at a place called (b)(6), (b)(7)(C) interacted with (b)(6), (b)(7)(C) more there then I had at prior (b)(6), (b)(7)(C). The weekend after the (b)(6), (b)(7)(C) made a friend request on Facebook. During a Facebook exchange on 20 August 2012, (b)(6), (b)(7)(C) in closing, stated (b)(6), (b)(7)(C) was quite certain, (b)(6), (b)(7)(C) was attracted to me, though (b)(6), (b)(7)(C) knew it was certain to present a problem or two for me. On August 22, I responded to (b)(6), (b)(7)(C) message, stating that (b)(6), (b)(7)(C) statement did present a problem, and that further, (b)(6), (b)(7)(C) (Attachment 1).

2. (b)(6), (b)(7)(C) would praise me in front of my co-workers, which I did not feel was warranted and did not welcome.

Example 1: My coworker at (b)(6), (b)(7)(C) had traveled to (b)(6), (b)(7)(C) for (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) 20-22 August 2012, which (b)(6), (b)(7)(C) also attended. When (b)(6), (b)(7)(C) returned to (b)(6), (b)(7)(C) the next week, (b)(6), (b)(7)(C) told me in passing (b)(6), (b)(7)(C) was really talking you up."

Example 2: On 28 August 2012, I sent a work email to (b)(6), (b)(7)(C) to clarify whether (b)(6), (b)(7)(C) was giving the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) responded saying that my coworkers must have noticed that I could get a fast response from (b)(6), (b)(7)(C) (Attachment 2).

On 28 August 2012, I sent a Facebook message to (b)(6), (b)(7)(C) stating that I was growing uncomfortable with the situation, and that it was affecting my work environment. I stated that any feelings (b)(6), (b)(7)(C) had for me shouldn't entitle me to preferential treatment, and that I didn't feel (b)(6), (b)(7)(C) had worked with me long enough to make a fair assessment of the quality of my work. Since it did not appear (b)(6), (b)(7)(C) was Facebook friends with any other coworkers, I told (b)(6), (b)(7)(C) I thought it best we not be either (Attachment 1). On 31 August 2012, I sent (b)(6), (b)(7)(C) a facebook message stating that I wished to unpave any unprofessional paths, and I (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (Attachment 1). After this, I continued to receive facebook messages from (b)(6), (b)(7)(C) which I did not respond to or acknowledge (Attachment 1). On 3 December 2012, I blocked (b)(6), (b)(7)(C) on facebook, so that I would longer receive unwanted messages from (b)(6), (b)(7)(C)

3. During the period 31 October to 16 November 2012, I came to the (b)(6), (b)(7)(C) area for turnover with (b)(6), (b)(7)(C) previous (b)(6), (b)(7)(C) and to locate a place to live for my (b)(6), (b)(7)(C). During the turnover, (b)(6), (b)(7)(C) discussed the responsibilities and type of work that (b)(6), (b)(7)(C) performed as the (b)(6), (b)(7)(C). We discussed where I could find information (meet personnel, (b)(6), (b)(7)(C) interacted with and locate materials (b)(6), (b)(7)(C) frequently used) related to (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) is also (b)(6), (b)(7)(C) employee and a (b)(6), (b)(7)(C) also assisted with my house hunting, and (b)(6), (b)(7)(C) is familiar with the area.

4. During the turnover visit, (b)(6), (b)(7)(C) would comment daily on what I was wearing. I pointed out that (b)(6), (b)(7)(C) did not comment on anyone else's attire in our cubicle. I became uncomfortable with this to the point that I would leave my jacket on as much as possible. (b)(6), (b)(7)(C) continued to do this when I returned in January for (b)(6), (b)(7)(C). I told (b)(6), (b)(7)(C) several times this bothered me, and finally (b)(6), (b)(7)(C) stopped.

Also during the turnover visit, (b)(6), (b)(7)(C) was curious about the area that I was looking at living in during (b)(6), (b)(7)(C). Due to our previous facebook interaction and (b)(6), (b)(7)(C) behavior in the office regarding my attire, I was vague about details of the location in which I'd be living.

5. (b)(6), (b)(7)(C) informed me, after I returned to (b)(6), (b)(7)(C) from turnover, that (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) thought (b)(6), (b)(7)(C) knew where I would be living and attempted to have (b)(6), (b)(7)(C) confirm (b)(6), (b)(7)(C) assumption of the location in (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) did not confirm. I believe (b)(6), (b)(7)(C) found the rental application in a binder that I left in (b)(6), (b)(7)(C) drawer in the evenings. The reason I believe (b)(6), (b)(7)(C) found the rental application in the binder, is because recently I've walked into my cubicle and found (b)(6), (b)(7)(C) closing (b)(6), (b)(7)(C) filing cabinet. Also, one day (b)(6), (b)(7)(C) was talking to (b)(6), (b)(7)(C) and asked me if I had a printout of something. I told (b)(6), (b)(7)(C) I did not know what (b)(6), (b)(7)(C) was referring to, so (b)(6), (b)(7)(C) opened my filing cabinet, and flipped to the item (b)(6), (b)(7)(C) was referring to.

6. I felt it was important to report this odd behavior to my direct supervisor in (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) I met with (b)(6), (b)(7)(C) on 21 November 2012 to discuss the potential issue. I told (b)(6), (b)(7)(C) I had received unwanted communication via facebook from (b)(6), (b)(7)(C) that expressed a romantic interest and unwanted advances. For example, when I was in (b)(6), (b)(7)(C) turnover, (b)(6), (b)(7)(C) signed on the lapel of my coat and said something about showing (b)(6), (b)(7)(C) what I was wearing underneath. (b)(6), (b)(7)(C) was extremely concerned after hearing the details and recommended I contact EEO. I was worried that this report could affect my future assignment, and worried that if I backed out of the (b)(6), (b)(7)(C) I would be seen as being unreliable. I decided to tell (b)(6), (b)(7)(C) that I would handle the situation and did not contact EEO.

7. After my first week at (b)(6), (b)(7)(C), I received a text message from (b)(6), (b)(7)(C) on 11 January 2013, a Friday night, asking if I would be willing to meet with (b)(6), (b)(7)(C) on 13 January, a Sunday, to discuss a Facebook message (b)(6), (b)(7)(C) had sent that I had not responded to (Attachment 3).

8. On 12 January 2013, (b)(6), (b)(7)(C) texted me and asked if I had read (b)(6), (b)(7)(C) November email or had just acknowledged without reading it (Attachment 3). On 12 January I responded, "I don't know what there is to discuss, I've made it pretty clear I do not wish for more than a working relationship with you." (Attachment 3).

9. On Sunday 13 January, (b)(6), (b)(7)(C) sent a series of text messages to (b)(6), (b)(7)(C) with me on copy, indicating that I could not be trusted and that furthermore, there was diminished trust between (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) ongoing workload (Attachment 3). On Monday, 14 January 2013, (b)(6), (b)(7)(C) called (b)(6), (b)(7)(C) about the seriousness of (b)(6), (b)(7)(C) accusations. (b)(6), (b)(7)(C) was very upset because (b)(6), (b)(7)(C) thought that (b)(6), (b)(7)(C) had been coaching me with responses to (b)(6), (b)(7)(C) requests; accusations which were not accurate. It was then that (b)(6), (b)(7)(C) retracted (b)(6), (b)(7)(C) statement regarding definite consequences of the diminished trust between (b)(6), (b)(7)(C) and I, and the possible consequences of the diminished trust between (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) workload. I agreed to keep the incident between (b)(6), (b)(7)(C) and myself, with the understanding that I would not have to deal with any more issues of this nature. I also restated that I did not wish to have any sort of relationship with (b)(6), (b)(7)(C) not pertaining to work, and that any continued problems would result in reporting to higher authority.

10. After I arrived for (b)(6), (b)(7)(C) in January 2013, (b)(6), (b)(7)(C) continuously invited me to join (b)(6), (b)(7)(C) activities after working hours, despite having stated on more than one occasion that I did not wish to have more than a business relationship. These included invitations to go (b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

(b)(6), (b)(7)(C) (b)(6), (b)(7)(C) mentioned a desire to have dinner at my place or (b)(6), (b)(7)(C) at (b)(6), (b)(7)(C). Mostly this was through conversation, (b)(6), (b)(7)(C) occasionally text. I did not accept any of these invitations.

11. For Valentine's Day, (b)(6), (b)(7)(C) gave me a Valentine's Day card crossing out the word love and commenting that it was as platonic a card as (b)(6), (b)(7)(C) could find.

12. On 12 February 2013, a (b)(6), (b)(7)(C) meeting was held at the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C). I chose to sit in a chair at the back of the room, such that there would be a table between (b)(6), (b)(7)(C) and me. When (b)(6), (b)(7)(C) from (b)(6), (b)(7)(C) walked into the meeting, (b)(6), (b)(7)(C) came over to me and put both (b)(6), (b)(7)(C) hands on both of my thighs, leaned over about 12 inches from my face and said "the person that walked in is (b)(6), (b)(7)(C). I responded that I already knew (b)(6), (b)(7)(C) had attended the (b)(6), (b)(7)(C) in August 2012, which (b)(6), (b)(7)(C) had also attended.

13. On Sunday, 10 March 2013, (b)(6), (b)(7)(C) texted me that the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) was set to go off on Monday, 11 March 2013 at 0830. I had scheduled, approved leave in anticipation of hosting (b)(6), (b)(7)(C) and asked (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) could cover (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) remarked (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) believed me when I stated that the (b)(6), (b)(7)(C) comes first. This was the first time I had taken time off during (b)(6), (b)(7)(C). Furthermore, as I do not have a (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) is only accessible (b)(6), (b)(7)(C), (b)(6), (b)(7)(C) would have had to have given me a (b)(6), (b)(7)(C) and thus, would have had to attend regardless. Also, (b)(6), (b)(7)(C) witness of this, (b)(6), (b)(7)(C) was not a requirement. (b)(6), (b)(7)(C) felt that I would gain the most from witnessing it first hand.

14. On 11 March 2013, at approximately 9:30pm, I returned to my apartment with my (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) after dinner. Shortly after arriving, (b)(6), (b)(7)(C) heard knocking at the front door twice, but did not find anyone at the door either time. As a result, one of (b)(6), (b)(7)(C) left the apartment and went to the busy street to search for anything out of the ordinary. (b)(6), (b)(7)(C) returned later to say that (b)(6), (b)(7)(C) had confronted a (b)(6), (b)(7)(C) who seemed to be acting suspicious, and asked (b)(6), (b)(7)(C) if I could help. (b)(6), (b)(7)(C) replied, "No" and looked startled. My (b)(6), (b)(7)(C) responded, "Then have a good night" and walked away. I thought the incident was random and did not react or take the event seriously.

15. On 12 March 2013, I began to rethink the random event from the prior night. It occurred to me that (b)(6), (b)(7)(C) who normally takes the VRE to work from Virginia, had driven to the Washington Navy Yard after witnessing the (b)(6), (b)(7)(C) in Dahlgren on the morning of 11 March, and could have driven to my neighborhood. As I was commuting to work, I texted (b)(6), (b)(7)(C) and asked (b)(6), (b)(7)(C) to look (b)(6), (b)(7)(C) up on Facebook and confirm this was the (b)(6), (b)(7)(C) I had confronted near my apartment the previous night. (b)(6), (b)(7)(C) did not recognize this to be (b)(6), (b)(7)(C) because (b)(6), (b)(7)(C) has recently (b)(6), (b)(7)(C) and looked (b)(6), (b)(7)(C) that first Facebook picture (b)(6), (b)(7)(C) found. Later in the day, my friend found another picture on the internet that (b)(6), (b)(7)(C) was able to identify as the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) confronted outside of my apartment on 11 March. I confirmed that (b)(6), (b)(7)(C) the picture was (b)(6), (b)(7)(C).

16. On 13 March 2013, upon arriving at the office, I asked (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) needed to tell me anything. (b)(6), (b)(7)(C) said no, and proceeded to talk about work, and asked if I would be attending a meeting with (b)(6), (b)(7)(C) first thing that morning. I told (b)(6), (b)(7)(C) I would not be attending the meeting, because I needed to meet with (b)(6), (b)(7)(C) and call (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) asked, "about what?" I replied, "about what happened on Monday

night. (b)(6), (b)(7)(C) responded, "what happened on Monday night?" I asked (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) needed to tell me anything, to which (b)(6), (b)(7)(C) said, "about you (b)(6), (b)(7)(C) staring the shit out of me on (b)(6), (b)(7)(C)

17. I wrote a statement on 13 March 2013 to (b)(6), (b)(7)(C) and copied (b)(6), (b)(7)(C) Attachment 4) (b)(6), (b)(7)(C) called (b)(6), (b)(7)(C) and stated (b)(6), (b)(7)(C) thought there were inaccuracies in my statement and that it was an innocent happenstance. I sent an email on 14 March to (b)(6), (b)(7)(C) on copy, asking (b)(6), (b)(7)(C) to respond detailing the inaccuracies and to provide a sequence of events (Attachment 4) (b)(6), (b)(7)(C) claimed (b)(6), (b)(7)(C) was hiking in the area and was waiting for the (b)(6), (b)(7)(C) that evening, and did not know which apartment was mine. It took more than a week for (b)(6), (b)(7)(C) to provide maps of routes, times, and a menu from where (b)(6), (b)(7)(C) dined.

18. On 27 March 2013 (b)(6), (b)(7)(C) claimed to be leaving the office around 5:15PM. I was working at approximately 5:40PM when I suspected someone behind me. I got up quickly to go to the restroom, and as I turned left out of my cubicle, I looked right and saw (b)(6), (b)(7)(C) pushing the other way down the hall. Since (b)(6), (b)(7)(C) was to me, (b)(6), (b)(7)(C) did not see that I had seen (b)(6), (b)(7)(C). When I returned to my desk, I called (b)(6), (b)(7)(C) cell phone, (b)(6), (b)(7)(C) did not answer, and I did not leave a voicemail. (b)(6), (b)(7)(C) returned my call a couple minutes after, and when I asked where (b)(6), (b)(7)(C) was, (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) was on the (b)(6), (b)(7)(C) continued to hear rumblings behind me, so I packed up my office to leave because there was no one else in the office, and I felt uncomfortable. After I walked out of the building, I stopped around the corner and watched the exit (b)(6), (b)(7)(C) walked out of the building shortly thereafter. I immediately reported this to (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) was out on leave, so I reported this to (b)(6), (b)(7)(C) 1 April 2013.

19. On 08 April 2013, Monday, when I arrived at work, I noticed that my phone was opened to the "directories menu" that shows missed, placed, and received calls. At this time, I thought this was strange, but figured I must have left it as such on Friday. Later on that morning, (b)(6), (b)(7)(C) sent me a message saying: "I have a missed call on my (work) phone from you at 15:53 yesterday. That seems weird to me. You weren't actually in the office were you?" When I checked my phone log, the call to (b)(6), (b)(7)(C) that was placed at 15:53 on April 7 had been deleted. I do not believe (b)(6), (b)(7)(C) was the last person I called on April 5 prior to leaving the office, but I had placed calls to (b)(6), (b)(7)(C) earlier in the week. I cannot verify, because I have since deleted my call log.

(b)(6), (b)(7)(C)

18 April 2013
Date

Statement of (b)(6), (b)(7)(C)

Regarding Allegations of Sexual Harassment

(b)(6), (b)(7)(C)

1. (b)(6), (b)(7)(C) had been planning on taking over as the (b)(6), (b)(7)(C) for CY13 as early as the summer of 2012. During the (b)(6), (b)(7)(C) August (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) name was provided to (b)(6), (b)(7)(C) as the (b)(6), (b)(7)(C) for (b)(6), (b)(7)(C) was scheduled to return home (b)(6), (b)(7)(C).

(b)(6), (b)(7)(C) executed a short TDY in November for the purposes of turnover time with (b)(6), (b)(7)(C) and on the job training.

(b)(6), (b)(7)(C) returned and asked to meet with me to discuss a potential issue with the (b)(6), (b)(7)(C) assignment. On 21 November (b)(6), (b)(7)(C) told me that (b)(6), (b)(7)(C) had received unwanted communication via Facebook from (b)(6), (b)(7)(C). The communication amounted to expressing a romantic interest (b)(6), (b)(7)(C) unwanted advances (b)(6), (b)(7)(C) had already told (b)(6), (b)(7)(C) in a Facebook message that (b)(6), (b)(7)(C) was not interested, and that (b)(6), (b)(7)(C) only wanted professional communication with (b)(6), (b)(7)(C).

(b)(6), (b)(7)(C) mentioned during this meeting that (b)(6), (b)(7)(C) had asked someone where (b)(6), (b)(7)(C) was planning on living, and had deduced the apartment building (b)(6), (b)(7)(C) was planning to live in from that description (b)(6), (b)(7)(C) also mentioned that (b)(6), (b)(7)(C) would make inappropriate comments in the office regarding (b)(6), (b)(7)(C) appearance, but not regarding anyone else's appearance (b)(6), (b)(7)(C) wanted to handle this at the lowest level possible (b)(6), (b)(7)(C) told me that (b)(6), (b)(7)(C) was thinking of communicating again to (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) only wanted a work relationship and asked me to not communicate the issue (especially not to mention any names) beyond our meeting (b)(6), (b)(7)(C) wanted me to be aware of it in case something arose during (b)(6), (b)(7)(C) time as a (b)(6), (b)(7)(C).

5. I sent (b)(6), (b)(7)(C) email on 11/21/2012 11:43 summarizing the above and stating that I was very concerned that (b)(6), (b)(7)(C) was going to be harassed or (b)(6), (b)(7)(C) assignment. Attachment 1. I encouraged (b)(6), (b)(7)(C) use the EEO hotline, providing the phone number.

6. After consulting with my supervisor (b)(6), (b)(7)(C) and with (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) that afternoon, providing no names, I sent a second email on November 21, 1306 that encouraged (b)(6), (b)(7)(C) to use as strong a wording as possible when (b)(6), (b)(7)(C) communicated to (b)(6), (b)(7)(C). Attachment 1

7. (b)(6), (b)(7)(C) sent me an email on 16 December 2012 indicating a commitment to (b)(6), (b)(7)(C) success as a (b)(6), (b)(7)(C) via (b)(6), (b)(7)(C). I did not reply to this email. I thought it was unusual, as (b)(6), (b)(7)(C) was the (b)(6), (b)(7)(C) that has worked in this office with (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) had never expressed anything like this in the past.

8. (b)(6), (b)(7)(C) reported to the (b)(6), (b)(7)(C) on 8 January 2013.

(b)(6), (b)(7)(C)

9. On January 11-13, (b)(6), (b)(7)(C) received a series of text messages from (b)(6), (b)(7)(C) on (b)(6), (b)(7)(C) personal cell. (b)(6), (b)(7)(C) texted me at my personal cell on Sunday, January 13 to give me a heads up on my day off that something had happened. (b)(6), (b)(7)(C) stated it was serious and in (b)(6), (b)(7)(C) opinion it was a threat. (b)(6), (b)(7)(C) would review it first thing Monday and get back (b)(6), (b)(7)(C).

10. (b)(6), (b)(7)(C) transferred the (b)(6), (b)(7)(C) text messages to email (b)(6), (b)(7)(C) and forwarded to (b)(6), (b)(7)(C) work email and (b)(6), (b)(7)(C) work email. Attachment 2. (b)(6), (b)(7)(C) text expresses (b)(6), (b)(7)(C) interest in meeting to discuss a Facebook message (b)(6), (b)(7)(C) had sent (b)(6), (b)(7)(C) that expressed (b)(6), (b)(7)(C) attraction/interest in (b)(6), (b)(7)(C) reply was clear: "I don't understand what there is to discuss. I think I've made it pretty clear I do not wish for more than a working relationship with you."

11. (b)(6), (b)(7)(C) then sent my work phone, which had been disconnected, a series of texts with (b)(6), (b)(7)(C) on (b)(6), (b)(7)(C) also transferred these in this email. Attachment (b)(6), (b)(7)(C) indicated that I had coached (b)(6), (b)(7)(C) in this response and that I had thrown (b)(6), (b)(7)(C) under the bus. (b)(6), (b)(7)(C) stated possible consequences that included a diminished trust in myself (b)(6), (b)(7)(C) with possible impact to (b)(6), (b)(7)(C) ongoing workload. This struck me as quid pro quo sexual harassment.

12. I replied all to the email on Monday, 14 January 2013 10:14, stating my shock in the content, and stated that "It is inappropriate to threaten consequences at work based on something happening outside of work." Attachment 3. I was particularly shocked at the consequences portion of the text, which to me looked like quid pro quo. I also replied separately to (b)(6), (b)(7)(C) stating that: "I would recommend that you only communicate with (b)(6), (b)(7)(C) via work addresses/phone numbers. My understanding based on my HR/EEO training is that you have 45 days from an incident to report an EEO issue. And third, as before, I am recommending that you call it into the EEO hotline." Attachment 2. I attached the (b)(6), (b)(7)(C) EEO/Harassment policy to this email.

13. (b)(6), (b)(7)(C) requested a phone call to discuss. This phone call did not happen. On 14 January at 11:50 PM (b)(6), (b)(7)(C) replied all to (b)(6), (b)(7)(C) retracting (b)(6), (b)(7)(C) consequences section, apologizing to (b)(6), (b)(7)(C) and stating that (b)(6), (b)(7)(C) screwed up. Attachment 3. I sent (b)(6), (b)(7)(C) email on Jan 13 at 11:52 PST asking if that was acceptable to (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) wanted to elevate the situation. Attachment (b)(6), (b)(7)(C) replied to all at 12:05 PST stating that: "To be clear, what I'm agreeing to is that this issue will not take up any more time (personal or business-wise), as this is a major distraction from what I was sent (b)(6), (b)(7)(C) to do. I agree to move forward, and not let this affect our business relationship. As stated before, a business relationship is all I am comfortable with. If this continues to be an issue, and thus a major distraction, then this will be elevated to higher authority." Attachment 4.

14. I thought that (b)(6), (b)(7)(C) email was clear and appropriate. I was very concerned with how (b)(6), (b)(7)(C) had reacted to the rejection and I personally struggled with the decision not to inform (b)(6), (b)(7)(C) chain of command. This is how we left the text events of January.

15. During February, I would communicate on approximately a daily basis with (b)(6), (b)(7)(C) checking on tasking and asking if there were any other issues. During this period (b)(6), (b)(7)(C) was sitting in the same cubicle as (b)(6), (b)(7)(C) working closely with (b)(6), (b)(7)(C) was assigned a new desk, with phone and computer in late February.

16. There was a signed (b)(6), (b)(7)(C) established between (b)(6), (b)(7)(C) provided to me on March 6. Similar to the Dec 16th email from (b)(6), (b)(7)(C) I found this unusual (b)(6), (b)(7)(C) had worked with (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C) and had never established a (b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

with (b)(6), (b)(7)(C). Given the specificity of the tasking, I thought it was a means for (b)(6), (b)(7)(C) to have an excuse to work with (b)(6), (b)(7)(C) every day. I asked (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) was ok with this plan. (b)(6), (b)(7)(C) response on March 7, 0652 was: "I think it (b)(6), (b)(7)(C) way of having an official reason to be on my back 9 hours a day. But it is what it is. I know my options." Attachment 5.

17. To fast forward to the weekend of March 9-10 (b)(6), (b)(7)(C) had scheduled leave before and after the weekend, as (b)(6), (b)(7)(C). On 11 March around 9:30pm, (b)(6), (b)(7)(C) heard knocking on (b)(6), (b)(7)(C) front door. There was no one at the door when (b)(6), (b)(7)(C) checked. This repeated itself a few minutes later (b)(6), (b)(7)(C) believes that these knocks were (b)(6), (b)(7)(C) because one of (b)(6), (b)(7)(C) went out onto the street a few minutes after the last knock, met (b)(6), (b)(7)(C) and confronted (b)(6), (b)(7)(C).

18 (b)(6), (b)(7)(C) details the above event in a 13 March 09:28 email sent to myself and (b)(6), (b)(7)(C). Attachment 4. The email is addressed to me, asking for what (b)(6), (b)(7)(C) thinks (b)(6), (b)(7)(C) options are (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) had been hiking in the area, and confirmed that (b)(6), (b)(7)(C) had confronted (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) did not confirm that (b)(6), (b)(7)(C) knocked on (b)(6), (b)(7)(C) door. I spoke with (b)(6), (b)(7)(C) for a few seconds on the phone on 13 March, letting (b)(6), (b)(7)(C) know that I would be working to support my employee.

19. I spoke with (b)(6), (b)(7)(C) that morning, who advised me on my email response to (b)(6), (b)(7)(C) email. This was a 3/13/2013 09:56 email sent only to (b)(6), (b)(7)(C). Attachment 4. I stated that (b)(6), (b)(7)(C) already clearly communicated (b)(6), (b)(7)(C) intentions to (b)(6), (b)(7)(C) and that (b)(6), (b)(7)(C) should inform (b)(6), (b)(7)(C) and request a meeting with (b)(6), (b)(7)(C). I also provided (b)(6), (b)(7)(C) POC (b)(6), (b)(7)(C). (b)(6), (b)(7)(C) had provided me. I also stated that I wanted to raise this issue with (b)(6), (b)(7)(C), but I would only do that if (b)(6), (b)(7)(C) show me to.

20. Again I attached the (b)(6), (b)(7)(C) CEO and Anti-harassment policy (b)(6), (b)(7)(C) replied on 3/13 saying that (b)(6), (b)(7)(C) was changing (b)(6), (b)(7)(C) story, and that (b)(6), (b)(7)(C) wanted to get a statement from (b)(6), (b)(7)(C) that had confronted (b)(6), (b)(7)(C) on the street the evening of 11 March. Attachment 6.

21. I spoke with (b)(6), (b)(7)(C) on the phone on 13 March 2013 asking (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) felt safe (b)(6), (b)(7)(C) said that (b)(6), (b)(7)(C) could handle (b)(6), (b)(7)(C) and did not feel unsafe.

22. Fast forward to 27 March 2013 3:49 PST I received an email from (b)(6), (b)(7)(C) account which described what I would call stalker-like behavior in the office. Attachment 7. Essentially (b)(6), (b)(7)(C) determined that (b)(6), (b)(7)(C) was lurking around (b)(6), (b)(7)(C) desk after (b)(6), (b)(7)(C) had supposedly left the office (b)(6), (b)(7)(C) did a good job of using the phone to attempt to verify where (b)(6), (b)(7)(C) was and ended up catching (b)(6), (b)(7)(C) in a lie, as (b)(6), (b)(7)(C) witnessed (b)(6), (b)(7)(C) leaving the building after (b)(6), (b)(7)(C) was disturbed by (b)(6), (b)(7)(C) stalking (b)(6), (b)(7)(C) and lying about it, and stated that (b)(6), (b)(7)(C) was definitely going to be putting something together to report.

23. I called (b)(6), (b)(7)(C) cell phone right after I saw this, as it now sounded as if (b)(6), (b)(7)(C) behavior had become very stalker-like (b)(6), (b)(7)(C) planned on calling (b)(6), (b)(7)(C) HR the next day, using the POC I had provided in my previous email (b)(6), (b)(7)(C) wanted to understand (b)(6), (b)(7)(C) options, but didn't plan on naming names. I advised (b)(6), (b)(7)(C) could also call (b)(6), (b)(7)(C) for advice (b)(6), (b)(7)(C) also added me to the meeting invite for (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) and said that (b)(6), (b)(7)(C) would raise the issue at that meeting.

24. On 28 March 2013, I received a call from (b)(6), (b)(7)(C) HR (b)(6), (b)(7)(C) had received a call from (b)(6), (b)(7)(C) regarding (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) had (b)(6), (b)(7)(C) name, but no other details. The only thing to mention here would be that this was the date that (b)(6), (b)(7)(C) first mentioned an issue to HR. The reason I

was concerned that day was because I thought that (b)(6), (b)(7)(C) management was going to get blindsided, which was not my intention. It turns out that (b)(6), (b)(7)(C) didn't provide (b)(6), (b)(7)(C) name on that day, so there was no risk of (b)(6), (b)(7)(C) receiving an unexpected call on Friday from HR. I reviewed with (b)(6), (b)(7)(C) HR what (b)(6), (b)(7)(C) to date.

25. On 1 April 2013, Monday morning (b)(6), (b)(7)(C) asked why I had been added to the meeting (b)(6), (b)(7)(C) reported the two March incidents (b)(6), (b)(7)(C) and provided some additional background. This is the reason (b)(6), (b)(7)(C) asked me added to the meeting. We held the meeting at 0930 (b)(6), (b)(7)(C) lasting till about 10:20 (b)(6), (b)(7)(C) sent a memo for (b)(6), (b)(7)(C) records out after that meeting, I reported out to my management as well.
Attachment 8

26. The following day (b)(6), (b)(7)(C)
(b)(6), (b)(7)(C)

27. I sent (b)(6), (b)(7)(C) email after this, stating that I thought the 1 April meeting went well. Attachment 9. (b)(6), (b)(7)(C) replied (1 April 13:47 email) with a detailed breakdown of the 27 March event, with (b)(6), (b)(7)(C) reasons why (b)(6), (b)(7)(C) was less willing to give (b)(6), (b)(7)(C) the benefit of the doubt. This included a quote from (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) from the phone conversation on 27 March where (b)(6), (b)(7)(C) confronts him about lurking around (b)(6), (b)(7)(C) car after (b)(6), (b)(7)(C) finished work. I found this additional detail of (b)(6), (b)(7)(C) statement to be disconcerting.

28. (b)(6), (b)(7)(C) on Friday, 5 April, (b)(6), (b)(7)(C) had been informed via a letter that there was an investigation. On Monday, 8 April, (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) had a voice mail from (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C) mailbox, (b)(6), (b)(7)(C) forwarded it to me, I didn't perceive anything unprofessional in the content or tone, and I deleted the voice mail. Here's my summary:
(b)(6), (b)(7)(C) left a voicemail with (b)(6), (b)(7)(C) regarding (b)(6), (b)(7)(C) this morning (b)(6), (b)(7)(C) said I may be taking a different course with (b)(6), (b)(7)(C) regards to tasking (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C) action items (b)(6), (b)(7)(C) mentioned that (b)(6), (b)(7)(C) assists and doesn't copy (b)(6), (b)(7)(C) on stuff (b)(6), (b)(7)(C) also mentioned that (b)(6), (b)(7)(C) is using (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) baseline (b)(6), (b)(7)(C) part time on everything else, which makes it difficult to support other (b)(6), (b)(7)(C) areas (b)(6), (b)(7)(C) used the words 'you are either in or your out.' Which I took to mean that it's difficult to support something part time. Attachment 10.

(b)(6), (b)(7)(C)

4/18/2013
Date

(b)(6), (b)(7)(C)

Statement of (b)(6), (b)(7)(C)

15 April 2013

1. I am the (b)(6), (b)(7)(C) that (b)(6), (b)(7)(C) (b)(6), (b)(7)(C)
2. I tagged along with (b)(6), (b)(7)(C) to help (b)(6), (b)(7)(C) find a place to live for (b)(6), (b)(7)(C). I accompanied (b)(6), (b)(7)(C) on 9 Nov 2012 at 10:30 am to visit the (b)(6), (b)(7)(C) Apartment and on 14 Nov 2012 at approximately 5:00 pm to visit the (b)(6), (b)(7)(C) apartment.
3. On 14 November we discussed meeting the Property Manager at the (b)(6), (b)(7)(C) apartment unit after work and looked at the webpage in our office of the apartment complex that (b)(6), (b)(7)(C) was considering renting. We looked at the webpage to discuss pros and cons of that neighborhood compared to the one in (b)(6), (b)(7)(C) that we had seen the previous Friday.
4. I was not aware in the beginning that there was a situation between (b)(6), (b)(7)(C) (b)(6), (b)(7)(C)
5. It was awkward when (b)(6), (b)(7)(C) was not in the office and (b)(6), (b)(7)(C) talked about where (b)(6), (b)(7)(C) would be living (b)(6), (b)(7)(C) and I talked about (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) would continue to bring the subject up and I would continue to avoid the subject.
6. The conversation came up on either 19 or 20 November (or maybe both days). I cannot remember exactly which day. I explained that (b)(6), (b)(7)(C) was looking in the (b)(6), (b)(7)(C) area. (b)(6), (b)(7)(C) thought that would be (b)(6), (b)(7)(C) in the area. I pointed out that the apartment backed up to an (b)(6), (b)(7)(C). I later regretted making that comment because it provided more information about where (b)(6), (b)(7)(C) was living. I never mentioned an address or landmarks for the apartment location. However, (b)(6), (b)(7)(C) knew that there were landmarks around the unit such as an ice cream store directly below the unit and a Starbucks on the adjacent corner.
7. I was more of a bystander/observer of the situation than a participant.

(b)(6), (b)(7)(C)

4/18/13

Date

10 April 2013

Statement of (b)(6), (b)(7)(C)

1. (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) was performing (b)(6), (b)(7)(C) development and I was the primarily the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) I did not know (b)(6), (b)(7)(C) well. I knew (b)(6), (b)(7)(C) was a (b)(6), (b)(7)(C) and not an (b)(6), (b)(7)(C) When the (b)(6), (b)(7)(C) became available at (b)(6), (b)(7)(C) in the mid-CY2012 timeframe, it was suggested that (b)(6), (b)(7)(C) move from (b)(6), (b)(7)(C) to take on this (b)(6), (b)(7)(C) and work with me to learn the (b)(6), (b)(7)(C) A (b)(6), (b)(7)(C) had left and the management knew they needed to start (b)(6), (b)(7)(C) to learn the work from the Subject Matter Experts (SMEs) that were left in the organization.
2. On 7-9 August, 2012, a (b)(6), (b)(7)(C) was held in the Warfare Center in (b)(6), (b)(7)(C) After the review on 18 August, a few of the (b)(6), (b)(7)(C) program people including (b)(6), (b)(7)(C) and I went out for drinks at (b)(6), (b)(7)(C) During the conversation, it was discussed that (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) has a reputation that when (b)(6), (b)(7)(C) gets excited, (b)(6), (b)(7)(C) may scream which makes people uncomfortable. I assured (b)(6), (b)(7)(C) that if (b)(6), (b)(7)(C) were to take the (b)(6), (b)(7)(C) position, that (b)(6), (b)(7)(C) would never have an opportunity to scream at (b)(6), (b)(7)(C) would stand between them to ensure (b)(6), (b)(7)(C) was not affected by this behavior. (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) on-site supervisor at (b)(6), (b)(7)(C) suggested that (b)(6), (b)(7)(C) have more challenging work than inventory, which a (b)(6), (b)(7)(C) was tasked to do.
3. I requested that (b)(6), (b)(7)(C) my friend on Facebook on the evening of 11 Aug and (b)(6), (b)(7)(C) accepted. In a Facebook exchange dated 21 Aug, I revealed that "I was attracted to (b)(6), (b)(7)(C) and could not help it." (Attachment 1) (b)(6), (b)(7)(C) responded that (b)(6), (b)(7)(C) We were friends on Facebook until 31 Aug until (b)(6), (b)(7)(C) me. (b)(6), (b)(7)(C) I removed (b)(6), (b)(7)(C) from Facebook between 12-14 Dec.
4. (b)(6), (b)(7)(C) arrived in (b)(6), (b)(7)(C) to look for a place to live in (b)(6), (b)(7)(C) and work with (b)(6), (b)(7)(C) for turnover between the dates of 31 Oct 12 through 16 Nov 12. This was in anticipation of (b)(6), (b)(7)(C) arrival on 7 Jan 13 at the (b)(6), (b)(7)(C)
5. On Thursday 15 November (b)(6), (b)(7)(C) had discussed with me, without (b)(6), (b)(7)(C) being present, where the neighborhoods were for the two furnished apartments they were visiting that evening with rental agents. (b)(6), (b)(7)(C) indicated they were in (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) asked my opinion of these two areas. I relayed that I thought (b)(6), (b)(7)(C) was a bit "risky/rough" and that I didn't know much about the (b)(6), (b)(7)(C) area. The next day Friday, 16 November, this discussion continued with (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) again without (b)(6), (b)(7)(C) being present). (b)(6), (b)(7)(C) indicated (b)(6), (b)(7)(C) had ruled out the (b)(6), (b)(7)(C) apartment because it smelled like smoke and was relatively positive

about the (b)(6), (b)(7)(C) apartment, a row-house. I asked for location details, especially since I had previously hiked the (b)(6), (b)(7)(C) and was familiar with the area and actually would be envious if (b)(6), (b)(7)(C) ended up in the (b)(6), (b)(7)(C) area. (b)(6), (b)(7)(C) volunteered that the apartment was right on (b)(6), (b)(7)(C) only a couple of blocks from the (b)(6), (b)(7)(C) heading toward (b)(6), (b)(7)(C) indicated that there was a Starbucks coffee shop on a nearby corner, and that the apartment was surrounded by (b)(6), (b)(7)(C). A cursory review using Google Maps showed that the address was one of (b)(6), (b)(7)(C) and the (b)(6), (b)(7)(C). Later that Friday on 16 November, (b)(6), (b)(7)(C) joined the conversation and advised that (b)(6), (b)(7)(C) was still seriously considering the "standard" (b)(6), (b)(7)(C) furnished rental location in (b)(6), (b)(7)(C). Later the next year, when (b)(6), (b)(7)(C) was settling in during her first (b)(6), (b)(7)(C) workweek 8-11 January 2013, I had casually asked (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) had chosen the (b)(6), (b)(7)(C) apartment locations. Without hesitation (b)(6), (b)(7)(C) said (b)(6), (b)(7)(C) was renting a furnished place in the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C). Actually, to this day, I still do not know (b)(6), (b)(7)(C) precise address, only that it's either (b)(6), (b)(7)(C) (b)(6), (b)(7)(C).

6. On 31 Jan, there was an informal "Team Building Offsite" at the (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C). The participants were there to have drinks and have mostly "work" (but some "social") conversation out of the office. The participants were (b)(6), (b)(7)(C) and myself. (b)(6), (b)(7)(C) left at approximately 16:30 and (b)(6), (b)(7)(C) and I were alone for approximately 90 minutes. We talked and I thought I was receiving mixed signals from (b)(6), (b)(7)(C). We left the (b)(6), (b)(7)(C) at approximately 17:45 for the (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) together until the (b)(6), (b)(7)(C) and then and went our separate ways (b)(6), (b)(7)(C) and I exited the (b)(6), (b)(7)(C) to take the (b)(6), (b)(7)(C) traveling to our respective homes.

7. During our discussion when we were alone on 31 Jan, we discussed that (b)(6), (b)(7)(C) had (b)(6), (b)(7)(C) in June/July 2012. (b)(6), (b)(7)(C)

8. During the month of January and February 13, I had tried several times to ask (b)(6), (b)(7)(C) to go out after work but (b)(6), (b)(7)(C) would always be on the fence about it. This conclusion surfaced over many short discussions of personal likes/dislikes we had during daily trips to get Starbucks coffee and pure water in mid-to-late January/early February 2013. (b)(6), (b)(7)(C) as much as said on 13 February that (b)(6), (b)(7)(C) was ready to try an "outside of work" outing or two of (b)(6), (b)(7)(C) choice. We seemed to have reached agreement (settled on) that our common interests appeared to be seeing (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) choice, possibly attending a (b)(6), (b)(7)(C) or simply drinks after work at a local establishment either near the (b)(6), (b)(7)(C) near (b)(6), (b)(7)(C).

(b)(6), (b)(7)(C) neighborhood. The next week we followed up during working hours by (b)(6), (b)(7)(C) inquiring about the relative cost ranges of (b)(6), (b)(7)(C) events, for (b)(6), (b)(7)(C) comparison to the cost of seeing (b)(6), (b)(7)(C) in (b)(6), (b)(7)(C) had concluded that it would be much more cost-effective to attend (b)(6), (b)(7)(C) "dutch". (b)(6), (b)(7)(C) insisted on that and I was fine with the dutch arrangement rather than see (b)(6), (b)(7)(C) a (b)(6), (b)(7)(C)

9. Through most of January, I identified this as my motivation for telling (b)(6), (b)(7)(C) what things/outings I was doing on weekends, whether (b)(6), (b)(7)(C) "tagged along" or not. This usually occurred at COB on the last workday before the weekend. Starting in early February 2013, I simply stopped asking (b)(6), (b)(7)(C) if (b)(6), (b)(7)(C) was at all interested in "tagging along" in any of my weekend events, and we/I started just discussing on Monday after the weekend, interesting things we each had actually done the past two or three days of the recent weekend.

10. "What's wrong with being platonic friends?" This was an often asked question I inquired of (b)(6), (b)(7)(C) through most of January and early February 2013. (b)(6), (b)(7)(C) was not comfortable with anything other than a "work" relationship with me outside of work hours. To have only a work relationship was paramount to (b)(6), (b)(7)(C) and clear to me.

11. Every time I asked (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) shrugs and says nothing. This was/is the basic response/non-communication, shrugging or saying nothing, that was/has been consistent with (b)(6), (b)(7)(C) whenever I asked her to "tag along" in January 2013, or when I would inquire if (b)(6), (b)(7)(C) had a good weekend, in early February 2013.

12. Every time (happening only a few, certainly less than five) I have touched (b)(6), (b)(7)(C) does not say anything. I want (b)(6), (b)(7)(C) to acknowledge my questions yes or no and if (b)(6), (b)(7)(C) does not want to be touched (b)(6), (b)(7)(C) has never said no. I had only wanted a spoken yes or no answer verbally whether my very few inadvertent/accidental "touching" work conduct (hardly of a sexual nature, in my extroverted mind) made (b)(6), (b)(7)(C) uncomfortable and that (b)(6), (b)(7)(C) wanted me to stop, or at least be more careful in the workplace.

13. On 13 February, (b)(6), (b)(7)(C) admitted that (b)(6), (b)(7)(C) has trouble making friends. What prompted the conversation is I had given (b)(6), (b)(7)(C) a valentine's card. (Attachment 2) We talked for 45 minutes in which many personal subjects were discussed (b)(6), (b)(7)(C) admitted that (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (to which I agreed), and that (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) were striving for (b)(6), (b)(7)(C) to become more (b)(6), (b)(7)(C). Additionally, we briefly discussed (b)(6), (b)(7)(C) most significant (b)(6), (b)(7)(C) relationship with a (b)(6), (b)(7)(C) that is now residing in (b)(6), (b)(7)(C). This relationship had "just not worked out" and this was no fault of the (b)(6), (b)(7)(C) said it was entirely (b)(6), (b)(7)(C) inability to carry-on with the relationship, (b)(6), (b)(7)(C)

14. There was a meeting at the (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C) on 12 Feb. There was a table between (b)(6), (b)(7)(C) and myself because (b)(6), (b)(7)(C) was sick. When (b)(6), (b)(7)(C) from (b)(6), (b)(7)(C) walked in, I walked up to (b)(6), (b)(7)(C) and leaned over (b)(6), (b)(7)(C) was sitting in the chair and placed my hands on (b)(6), (b)(7)(C) thighs, and whispered approximately 15-18 inches from (b)(6), (b)(7)(C) face, "You need to get to know (b)(6), (b)(7)(C) because (b)(6), (b)(7)(C) is one of our (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) did not react. If I had not placed both my hands on (b)(6), (b)(7)(C) thighs (just above (b)(6), (b)(7)(C) knees) (b)(6), (b)(7)(C) sat upright in (b)(6), (b)(7)(C) chair, I would have likely fallen forward on top of (b)(6), (b)(7)(C) which I of course did not want to happen. Again (b)(6), (b)(7)(C) did not flinch at the time, tense up in any way that I detected, or say anything at all about my touching (b)(6), (b)(7)(C) knees/thighs. I also have touched (b)(6), (b)(7)(C) before on (b)(6), (b)(7)(C) upper thigh and (b)(6), (b)(7)(C) has not reacted. If (b)(6), (b)(7)(C) does not want this touching (b)(6), (b)(7)(C) needs to tell me and I will stop. I admit I am a very "touchy" person and (b)(6), (b)(7)(C) is clearly not.

15. On Friday, January 11th, I was trying to reach (b)(6), (b)(7)(C) on (b)(6), (b)(7)(C) work phone. I did not have any other way to reach (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) texted (b)(6), (b)(7)(C) and asked (b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

several text messages back and forth, (b)(6), (b)(7)(C) responded that "I don't understand what there is to discuss. I think I have made it pretty clear I do not wish for more than a working relationship with you. I was annoyed with (b)(6), (b)(7)(C) response that (b)(6), (b)(7)(C) would not give me a chance to have that discussion.

16. We had a few text messages from 11-12 January (Attachment 3). Beginning on 13 January, I began including (b)(6), (b)(7)(C) and copying (b)(6), (b)(7)(C) on my text messages. The text messages basically said if I cannot trust (b)(6), (b)(7)(C) outside of the office, how can I trust (b)(6), (b)(7)(C) inside the office? I wrote an email to (b)(6), (b)(7)(C) mentioning not trusting (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) support and copying (b)(6), (b)(7)(C) I sent several text messages to (b)(6), (b)(7)(C) work cell phone that was disconnected and copied (b)(6), (b)(7)(C) that talked about trust issues and work consequences as a result. I was annoyed that (b)(6), (b)(7)(C) had not responded to me and it was not until 14 January that I realized (b)(6), (b)(7)(C) had not been receiving my messages. I sent an apologetic email on 14 January at 10:11am admitting making a gross error by writing the email regarding trust issues. This was sent to (b)(6), (b)(7)(C) with (b)(6), (b)(7)(C) on copy. Later that same morning at 11:50 I sent an email retracting my stated "work consequences" to both (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) I knew I had screwed up.

17. On 10 March, I texted (b)(6), (b)(7)(C) about the (b)(6), (b)(7)(C) (which is a (b)(6), (b)(7)(C) that was going to be held in (b)(6), (b)(7)(C) between 9:30 and 10:00am. I had only been given notice of this event prior to texting (b)(6), (b)(7)(C) Even though I knew (b)(6), (b)(7)(C) was (b)(6), (b)(7)(C) I wanted to give (b)(6), (b)(7)(C) an opportunity to see the (b)(6), (b)(7)(C) since it does not happen often and is a great experience. (b)(6), (b)(7)(C) declined but did go in the office the next day for a couple of hours to get some things

Statement of (b)(6), (b)(7)(C)

11 April 2013

1. I am the (b)(6), (b)(7)(C) within (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) I am (b)(6), (b)(7)(C) and (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) while working at the (b)(6), (b)(7)(C) as a (b)(6), (b)(7)(C) from (b)(6), (b)(7)(C)
2. (b)(6), (b)(7)(C) to a (b)(6), (b)(7)(C) shortly after (b)(6), (b)(7)(C) commenced (b)(6), (b)(7)(C) in January 2013, approved by me to allow (b)(6), (b)(7)(C) to gain experience unique to the program (b)(6), (b)(7)(C) also initiated a mentoring agreement with (b)(6), (b)(7)(C) acknowledged by me (b)(6), (b)(7)(C)
3. I had a meeting with (b)(6), (b)(7)(C) on 1 April to discuss (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) It was at this meeting that I was made aware of the sexual harassment case. (Attachment 1) I had no idea this situation was going on before this meeting.
4. In this meeting, I was made aware there were two incidents that were very upsetting to (b)(6), (b)(7)(C) and needed to be addressed. The first was a stalking type event that happened on 11 March in which (b)(6), (b)(7)(C) was seen and confronted by (b)(6), (b)(7)(C) looming around (b)(6), (b)(7)(C) apartment in the evening. The second event was on 27 March when (b)(6), (b)(7)(C) was in (b)(6), (b)(7)(C) after working hours. (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) phone by (b)(6), (b)(7)(C) denied that (b)(6), (b)(7)(C) was in the building (b)(6), (b)(7)(C) was subsequently seen by (b)(6), (b)(7)(C) after (b)(6), (b)(7)(C) gathered (b)(6), (b)(7)(C) belongings and left the building.
5. In my opinion from what I heard in that meeting (b)(6), (b)(7)(C) crossed over the line with (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) view this type of behavior as black and white. (b)(6), (b)(7)(C) told me during this meeting that (b)(6), (b)(7)(C) is willing to work with (b)(6), (b)(7)(C) on a professional basis.
6. (b)(5), (b)(6), (b)(7)(C)
7. I view (b)(6), (b)(7)(C) as a lonely (b)(6), (b)(7)(C) who really (b)(6), (b)(7)(C) has made a major error of judgment.

(b)(6), (b)(7)(C)

18 April 2013
Date